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U.S. Women's Bureau

Wages of office workers, 1940

Washington

1941

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UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, DIRECTOR

✦

WAGES OF OFFICE WORKERS
1940

The following tables on wages will be incorporated in a report on The Demand for Office Workers to be published later in 1941

WOMEN'S BUREAU PAMPHLET

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TABLE .—*Number of offices scheduled, number of men and women they employed, and number of records secured, 1940, by city*

City	Number of offices scheduled	Number of men and women employed			Number of employees for whom records were secured		
		Total	Men	Women	Total	Men	Women
Total	1,189	82,450	37,036	45,414	64,103	27,286	36,817
Philadelphia, Pa	334	26,969	10,826	16,143	20,477	7,988	12,489
Los Angeles, Calif	257	26,395	12,543	13,852	18,496	7,930	10,566
Kansas City, Kans	192	11,942	5,093	6,849	11,942	5,093	6,849
Houston, Tex	220	9,232	5,329	3,903	7,163	3,823	3,340
Richmond, Va	186	7,912	3,245	4,667	6,025	2,452	3,573

TABLE .—*Number of offices scheduled, number of men and women they employed, and number of records secured, 1940, by type of office—PHILADELPHIA*

Type of office	Number of offices scheduled	Number of men and women employed			Employee records secured			
		Total	Men	Women	Total	Men	Women	
							Number	Percent of total
All types	334	26,969	10,826	16,143	20,477	7,988	12,489	61.0
Banks and other finance	18	2,702	1,522	1,180	2,702	1,522	1,180	43.7
Insurance	18	3,559	1,516	2,043	3,029	1,273	1,756	58.0
Railroads	3	2,553	2,189	364	1,097	911	186	17.0
Telephone	3	1,936	446	1,490	1,080	267	813	75.3
Telegraph	2	509	165	344	509	165	344	67.6
Other public utilities	3	2,960	1,797	1,163	1,393	842	551	39.6
Printing and publishing	15	2,355	429	1,926	1,500	330	1,170	78.0
Other manufacturing	80	3,731	1,622	2,109	3,731	1,622	2,109	56.5
Department and apparel stores	12	3,407	467	2,940	2,179	383	1,796	82.4
Federal Government	6	505	265	240	505	265	240	47.5
State government	2	1,046	268	778	1,046	268	778	74.4
Education	4	923	60	863	923	60	863	93.5
Nonprofit organizations	75	597	56	541	597	56	541	90.6
Miscellaneous small offices	93	186	24	162	186	24	162	87.1

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by type of office—PHILADELPHIA*

Type of office	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
	CLERICAL									
All types	11,831	$97	$75	$90	$115	6,675	$137	$96	$130	$173
Banks and other finance	1,124	106	86	104	121	1,207	142	111	140	170
Insurance	1,722	96	76	91	110	1,033	136	92	123	161
Railroads	185	123	85	126	155	786	180	160	200	201
Telephone	734	110	79	109	139	164	181	127	208	225
Telegraph	336	101	74	104	125	144	101	75	103	120
Other public utilities	537	115	100	114	130	699	152	126	150	176
Printing and publishing	1,116	87	70	80	100	275	107	69	88	130
Other manufacturing	2,058	92	75	88	105	1,449	123	88	114	151
Department and apparel stores	1,595	76	69	74	82	314	96	70	88	109
Federal Government	221	129	120	126	145	236	159	121	136	193
State government	748	96	85	85	96	260	101	85	86	115
Education	791	119	98	126	129	45	105	------	------	------
Nonprofit organizations	505	86	70	83	100	39	77	------	------	------
Miscellaneous small offices	159	100	74	95	118	24	------	------	------	------
	SUPERVISORY									
All types	379	$148	$117	$147	$168	805	$226	$176	$221	$260

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by type of office—PHILADELPHIA*

Type of office	Women							Men							
	Total number of women	Percent[1] of women with monthly salary rate of—						Total number of men	Percent[1] of men with monthly salary rate of—						
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over			Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over	$150 and over
CLERICAL															
All types	11,831	23.9	36.1	21.4	13.0	5.6		6,675	10.5	16.6	17.8	16.9	21.5	16.7	38.2
Banks and other finance	1,124	7.7	32.8	37.5	14.9	6.9		1,207	7.3	9.3	20.0	21.5	29.7	12.3	41.9
Insurance	1,722	19.1	41.1	26.3	9.1	4.4		1,033	11.1	18.1	21.4	15.9	19.4	14.1	33.5
Railroads	185	18.9	16.2	9.2	23.2	32.4		786	.5	2.4	7.3	15.1	21.9	57.6	79.5
Telephone	794	18.3	24.5	17.6	26.8	12.8		164	6.7	9.8	7.3	4.9	15.9	55.5	71.3
Telegraph	336	27.1	18.5	28.6	20.5	5.4		144	24.3	20.8	32.6	18.7	24.1	1.4	3.5
Other public utilities	537	5.4	18.8	45.8	21.6	8.4		669	3.3	4.1	15.5	26.0	36.9	12.2	51.1
Printing and publishing	1,116	37.9	36.6	16.8	5.8	3.0		275	31.3	26.9	13.5	10.9	11.6	5.8	17.5
Other manufacturing	2,059	26.1	40.5	22.4	7.6	3.4		1,449	13.7	22.3	22.5	15.3	18.8	7.5	26.2
Department and apparel stores	1,595	56.9	36.6	5.3	.5	.6		314	30.9	32.8	17.8	10.8	5.4	2.2	7.6
Federal Government	221	------	.5	44.3	39.4	15.8		226	------	.8	33.1	17.8	23.7	23.7	47.5
State government	748	------	78.2	11.5	8.7	1.6		260	------	71.5	10.0	10.8	7.3	.4	7.7
Education	791	6.3	19.3	9.2	45.5	13.1		45	------	------	------	------	------	------	------
Nonprofit organizations	675	32.9	41.6	18.8	5.5	1.8		39	------	------	------	------	------	------	------
Miscellaneous small offices	169	26.4	28.9	23.3	10.7	10.7		24	------	------	------	------	------	------	------
SUPERVISORY															
All types	379	0.3	10.0	19.5	21.6	48.5		805	------	0.9	1.6	6.5	25.1	66.0	91.1

Percents not computed on very small bases.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by occupation—PHILADELPHIA*

Occupation	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
All occupations	11,831	$97	$75	$90	$115	6,675	$137	$96	$130	$173
Stenographic group:										
Secretary	1,265	128	108	128	139	58	163	111	139	193
Stenographer	1,721	99	80	96	115	109	118	95	121	133
Typist	1,534	87	74	85	95	183	107	85	103	121
Dictaphone operator	195	95	80	93	109	------	------	------	------	------
Correspondent	96	104	84	101	116	65	140	120	140	157
Accounting group:										
Accounting clerk	211	100	79	97	117	312	140	113	145	166
Audit clerk	48	111	------	------	------	212	173	146	200	201
Bookkeeping clerk	239	95	78	92	110	180	124	101	121	143
Bookkeeper, hand	125	117	95	116	135	176	165	136	166	200
Cashier, teller	140	115	82	109	140	294	182	151	180	210
Machine operators:										
Addressograph	114	81	70	78	88	32	114	------	------	------
Billing	169	97	82	90	113	[2] 112	129	111	121	144
Bookkeeping	430	94	78	91	108	------	------	------	------	------
Calculating	534	95	78	91	111	114	123	95	120	151
Duplicating	60	83	70	79	94	61	106	87	101	122
Key punch	155	91	76	88	101	27	173	------	------	------
Tabulating	57	100	80	95	111	83	125	87	110	164
Other clerks:										
Actuarial	54	99	85	92	117	35	102	------	------	------
Bill, statement, and collection	152	93	71	82	115	172	142	118	135	168
Bond, security, draft	34	116	------	------	------	181	140	120	140	160
Checker	89	92	75	81	106	71	136	91	125	200
Circulation and subscription	153	76	70	71	80	------	------	------	------	------
Claims examiner and adjuster	86	99	73	88	116	182	159	115	168	200
Coin counter	50	111	110	115	116	36	131	------	------	------
Cash and production	34	86	------	------	------	317	147	106	140	174
Credit	112	79	69	75	87	64	133	108	128	153
Draftsman	------	------	------	------	------	104	155	108	142	201
File	606	81	66	75	88	170	107	76	106	126
Mail	122	76	65	74	85	74	107	75	109	136
Messenger	111	64	61	65	69	385	69	56	65	78
Order and shipping	170	87	69	83	99	189	125	101	121	144
Pay roll and timekeeper	174	102	79	96	127	129	125	88	114	160
Rate	------	------	------	------	------	134	185	176	200	201
Receptionist	95	87	73	83	100	------	------	------	------	------
Record	287	88	70	82	101	174	121	91	120	147
Renewal	------	------	------	------	------	45	157	------	------	------
Route	------	------	------	------	------	62	101	75	98	125
Service desk	122	72	60	70	78	------	------	------	------	------
Sorter	108	73	61	66	76	------	------	------	------	------
Statistical	178	111	86	109	134	226	163	137	174	200
Stock	117	81	69	75	88	324	111	79	105	138
Telephone	356	94	75	91	109	------	------	------	------	------
Transit	99	97	86	100	110	213	119	100	120	136
Trouble dispatcher	120	116	90	117	140	124	162	140	156	177
Clerks not elsewhere classified in—										
Finance and insurance	226	98	76	95	118	283	115	81	105	141
Public utilities	228	110	79	113	136	116	159	125	158	208
Manufacturing	211	81	67	76	92	187	120	80	108	151
Government	340	103	86	95	116	230	118	86	96	136
Other types of office	260	77	66	74	87	67	92	70	87	105
Special clerks	44	168	------	------	------	363	226	173	218	256
Supervisors[3]	379	$148	$117	$147	$168	805	$226	$176	$221	$260

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

[2] Includes bookkeeping machine operators.

[3] Not included in total.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by occupation—PHILADELPHIA*

Occupation	Women						Men						
	Total number of women	Percent [1] of women with monthly salary rate of—					Total number of men	Percent [1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
All occupations [2]	11,831	23.9	36.1	21.4	13.0	5.6	6,675	10.5	16.6	17.8	16.9	21.5	16.7
Stenographic group:													
Secretary	1,265	3.2	13.7	23.3	38.5	21.3	58	1.7	15.5	17.2	24.1	19.0	22.4
Stenographer	1,721	12.9	40.6	30.3	12.8	3.4	109	4.6	27.5	23.9	29.4	11.0	3.7
Typist	1,534	28.5	49.2	14.4	6.0	2.0	183	10.9	37.7	30.6	11.5	3.8	5.5
Dictaphone operator	195	10.8	49.2	32.3	6.7	1.0							
Correspondent	96	12.5	36.5	28.1	14.6	8.3	65	1.5	7.7	23.1	33.8	32.3	1.5
Accounting group:													
Accounting clerk	211	13.3	37.0	29.4	16.1	4.3	312	6.1	8.0	18.9	18.3	40.7	8.0
Audit clerk	48						212	2.4	3.8	7.5	12.7	16.0	57.5
Bookkeeping clerk	239	22.2	36.4	28.0	11.3	2.1	180	5.0	17.8	32.2	23.9	17.8	3.3
Bookkeeper, hand	125	5.6	24.8	28.0	23.2	18.4	176	.6	5.1	9.7	17.6	38.1	29.0
Cashier, teller	140	12.9	30.0	17.1	20.7	19.3	294	.3	2.0	4.8	15.6	41.5	35.7
Machine operators:													
Addressograph	114	44.7	43.9	9.6		1.8	32						
Billing	169	16.6	41.4	24.9	16.6	.6	112	3.6	11.6	37.5	25.9	17.9	3.6
Bookkeeping	430	19.8	41.2	27.7	10.9	.5							
Calculating	534	21.9	39.3	27.7	6.9	4.1	114	8.8	19.3	26.3	18.4	20.2	7.0
Duplicating	60	35.0	46.7	15.0	1.7	1.7	61	16.4	26.2	32.8	19.7	4.9	
Key punch	155	18.7	52.3	21.3	3.9	3.9	27						
Tabulating	57	12.3	45.6	21.1	14.0	7.0	83	9.6	24.1	25.3	9.6	16.9	14.5
Other clerks:													
Actuarial	54	1.9	53.7	33.3	11.1		35						
Bill, statement, and collection	152	32.2	37.5	11.2	11.8	7.2	172	1.2	12.8	17.4	27.9	25.6	15.1
Bond, security, draft	34						181	.6	13.3	18.8	31.5	28.7	7.2
Checker	89	27.0	39.3	18.0	14.6	1.1	71	2.8	25.4	19.7	15.5	9.9	26.8
Circulation and subscription	153	60.1	33.3	4.6	1.3	.7							
Claims examiner and adjuster	86	27.9	33.7	18.6	11.6	8.1	182	7.7	8.8	11.5	10.4	28.0	33.5
Coin counter	50		8.0	86.0	6.0		36						
Cash and production	34						317	1.9	15.8	24.9	12.3	27.4	17.7
Credit	112	54.5	33.0	9.8	2.7		64	4.7	12.5	25.0	25.0	23.4	9.4
Draftsman							104	5.8	12.5	19.2	15.4	21.2	26.0
File	606	49.5	32.5	13.0	3.8	1.2	170	22.4	20.6	24.7	22.9	2.9	6.5
Mail	122	56.6	29.5	10.7	3.3		74	25.7	17.6	21.6	17.6	13.5	4.1
Messenger	111	89.2	9.0	1.8			385	71.2	17.4	8.6	2.9		
Order and shipping	170	37.6	37.6	14.7	5.3	4.7	189	4.2	18.0	31.2	24.3	16.9	5.3
Pay roll and timekeeper	174	18.4	33.9	21.8	19.5	6.3	129	6.2	33.3	17.8	13.2	20.2	9.3
Rate							134	------	3.0	3.0	9.7	28.4	56.0
Receptionist	95	27.4	47.4	17.9	5.3	2.1							
Record	287	32.8	40.4	18.8	5.9	2.1	174	10.3	21.3	21.8	23.0	20.7	2.9
Route							62	25.8	24.2	22.6	22.6	4.8	------
Service desk	122	74.6	24.6	.8									
Sorter	108	68.5	25.0	.9	3.7	1.9							
Statistical	178	11.8	25.3	30.3	20.2	12.4	226	2.2	8.4	8.8	11.5	36.3	32.7
Stock	117	53.8	29.1	12.8	4.3		324	19.1	25.6	18.8	21.0	13.6	1.9
Telephone	356	28.1	31.5	25.8	12.1	2.5							
Transit	99	6.1	37.4	56.6			213	4.2	17.8	38.0	25.4	14.6	
Trouble dispatcher	120	5.0	30.8	19.2	30.8	14.2	124	------	------	8.9	27.4	48.4	15.3
Clerks not elsewhere specified in—													
Finance and insurance	226	19.5	36.3	26.1	15.0	3.1	283	15.9	23.7	21.9	17.3	17.0	4.2
Public utilities	228	20.6	16.2	25.0	28.9	9.2	141	7.1	14.2	12.8	17.7	22.0	26.2
Manufacturing	211	45.5	37.9	12.8	3.3	.5	162	17.9	23.5	16.7	13.0	17.9	11.1
Government	340	------	63.8	15.0	17.6	3.5	230	------	53.9	10.9	12.6	17.8	4.8
Other types of office	260	56.5	33.5	7.7	1.5	.8	67	26.9	40.3	20.9	7.5	3.0	1.5
Special clerks	44						363	------	.6	1.9	5.5	29.5	62.5
Supervisors [3]	379	.3	10.0	19.5	21.6	48.5	805	------	.9	1.6	6.5	25.1	66.0

[1] Percents not computed on very small bases.
[2] Total exceeds details due to the omission of occupations having less than 50 of either sex.
[3] Not included in total.

TABLE .—*Number of offices scheduled, number of men and women they employed, and number of records secured, 1940, by type of office—LOS ANGELES*

Type of office	Number of offices scheduled	Number of men and women employed			Employee records secured			
		Total	Men	Women	Total	Men	Women	
							Number	Percent of total
All types	257	26,395	12,543	13,852	18,496	7,930	10,566	[1]
Banks	5	4,319	3,040	1,279	1,594	1,050	544	34.1
Investment	10	373	196	177	373	196	177	47.5
Personal and chattel	10	245	104	141	245	104	141	57.6
Building and loan	5	112	47	65	112	47	65	58.0
Insurance	4	1,122	381	741	1,122	381	741	66.0
Title guarantee and insurance	10	704	414	290	704	414	290	41.2
Railroads	3	816	591	225	816	591	225	27.6
Other public utilities	6	2,649	621	2,028	1,455	459	996	68.5
Oil producing, refining, and distributing	8	1,685	946	739	1,259	723	536	42.6
Aircraft	3	2,971	2,290	681	912	606	306	[1]
Other manufacturing and wholesale distributors	38	1,912	908	1,004	1,912	908	1,004	52.5
Department and apparel stores	13	926	107	819	926	107	819	88.4
Federal Government	7	672	209	463	672	209	463	68.9
City government	1	1,562	1,008	554	1,049	614	435	41.5
State government	4	1,148	257	891	639	145	494	77.3
County government	2	1,192	260	932	1,192	260	932	78.2
Motion pictures	7	1,825	862	963	1,825	862	963	52.8
Education	3	1,256	166	1,090	783	118	665	84.9
Membership organizations	3	160	19	141	160	19	141	88.1
Other types of office	115	746	117	629	746	117	629	84.3
Advertising	8	104	19	85	104	19	85	81.7
Real estate	60	156	24	132	156	24	132	84.6
Broadcasting	5	158	34	124	158	34	124	78.5
Hospitals	13	280	40	240	280	40	240	85.7
Small professional offices	29	48	-------	48	48	-------	48	100.0

[1] Not obtainable; data for men not reported by one firm.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by type of office—LOS ANGELES*

Type of office	Women					Men				
	Total number of women	Average salary rates [1]				Total number of men	Average salary rates [1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
	CLERICAL									
All types	9,981	$113	$95	$110	$126	6,417	$139	$105	$135	$166
Banks	535	112	96	111	125	924	140	110	140	166
Other finance	367	105	90	101	116	246	128	90	124	151
Investment	172	107	90	101	121	146	115	85	106	141
Personal and chattel	133	98	85	96	105	65	142	109	141	152
Building and loan	62	113	96	111	126	35	158	-------	-------	-------
Insurance	696	101	86	101	111	283	119	90	110	141
Title guarantee and insurance	278	109	96	110	121	347	161	126	160	191
Railroads	208	133	121	132	146	462	162	141	163	181
Other public utilities	950	111	95	111	128	344	150	121	155	181
Oil producing, refining, and distributing	470	132	120	125	141	537	160	126	165	181
Aircraft	295	103	91	100	111	560	114	100	109	125
Other manufacturing and wholesale distributors	989	107	91	104	120	746	132	101	126	155
Department and apparel stores	789	86	78	83	91	85	127	105	126	147
Federal Government	426	129	120	125	140	144	139	120	126	153
State government	394	105	86	103	120	121	145	110	161	181
City government	420	127	110	126	145	521	138	125	136	160
County government	908	112	101	115	116	192	113	100	101	123
Motion pictures	919	141	118	131	162	738	138	102	131	164
Education	604	124	110	125	133	86	140	115	140	157
Membership organizations	133	86	76	81	90	19	-------	-------	-------	-------
Other types of office	600	102	86	98	115	62	102	79	101	120
Advertising	82	113	91	108	130	12	-------	-------	-------	-------
Real estate	126	108	85	100	125	9	-------	-------	-------	-------
Broadcasting	119	108	91	101	111	21	-------	-------	-------	-------
Hospitals	231	91	79	88	101	20	-------	-------	-------	-------
Small professional offices	42	102	-------	-------	-------	-------	-------	-------	-------	-------
	SUPERVISORY									
All types	191	$170	$141	$161	$200	520	$210	$176	$201	$237

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by type of office—LOS ANGELES*

Type of office	Women							Men						
	Total number of women	Percent[1] of women with monthly salary rate of—						Total number of men	Percent[1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over			Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
CLERICAL														
All types	9,981	2.9	27.3	39.8	20.1	9.9		6,417	2.1	15.7	21.7	20.7	31.4	8.4
Banks	535	1.7	24.5	48.2	18.5	7.1		924	3.6	14.3	16.9	22.9	34.1	8.2
Other finance	387	2.5	38.4	38.1	15.8	5.2		246	5.3	23.6	21.1	17.1	24.4	8.5
Insurance	696	1.6	50.9	33.8	10.3	3.5		283	1.8	35.3	26.1	16.3	15.9	4.6
Title guarantee and insurance	278	2.2	24.5	50.0	21.2	2.2		347	.3	8.1	9.5	20.2	40.6	21.3
Railroads	208	4.5	6.2	27.4	43.7	22.6		462	1.1	6.7	7.8	14.1	57.4	13.0
Other public utilities	950		27.2	37.7	26.1	4.5		344	1.7	13.4	10.5	20.6	41.0	12.8
Oil producing, refining, and distributing	470		2.6	32.3	45.1	20.0		537	1.3	8.6	11.9	15.3	46.4	16.6
Aircraft	205		42.7	47.1	8.8	1.3		560		28.4	48.4	18.2	6.4	.5
Other manufacturing and wholesale distributors	989	1.6	34.8	43.8	15.5	4.3		746	2.3	15.8	25.9	22.5	27.7	5.8
Department and apparel stores	789	18.9	69.1	9.6	2.2	.3		85		18.8	29.4	29.4	20.0	2.4
Federal Government	426		1.6	46.0	34.3	18.1		144	1.4	42.4		25.0	19.4	10.4
State, city, and county governments	1,722		13.2	60.5	17.2	9.1		854	1.3	11.8	24.7	27.2	32.1	2.9
Motion pictures	919	.1	6.1	35.9	23.0	34.9		738	3.3	20.5	19.4	18.7	29.0	9.2
Education	694		9.9	38.6	41.7	11.8		86		7.0	24.4	32.6	29.1	7.0
Membership organizations	133	4.5	77.4	14.3	3.0	.8		19						
Other types of office	600	7.2	45.7	28.2	10.8	7.2		62	9.7	37.1	30.6	16.1	4.8	1.6
SUPERVISORY														
All types	191			6.8	24.6	68.6		520			0.4	6.7	37.9	55.0

[1] Percents not computed on very small bases.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by occupation—LOS ANGELES*

Occupation	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
All occupations	9,981	$113	$95	$110	$126	6,417	$139	$105	$135	$166
Stenographic group:										
Secretary	901	148	120	146	171	62	171	149	170	200
Stenographer	2,085	116	101	115	128	130	137	116	136	159
Typist	1,108	100	86	100	111	119	108	91	100	120
Dictaphone operator	200	112	116	115	116					
Correspondent	60	88	77	83	88					
Accounting group:										
Bookkeeper, hand	183	121	101	120	136	159	156	126	151	180
Cashier, teller	210	107	82	105	126	434	157	136	151	173
Machine operators:										
Billing	105	96	85	92	110					
Bookkeeping	187	113	99	113	126	118	111	91	101	121
Calculating	544	109	91	108	125					
Duplicating						62	110	87	109	130
Key punch	190	111	100	110	121					
Tabulating	62	118	91	121	136	148	138	125	135	151
Other	84	111	96	115	121	34	121			
Other clerks:										
File	164	100	80	91	121	88	107	81	105	126
Messenger	46	73				335	81	71	78	87
Telephone	399	105	91	105	118					
Timekeeper						165	134	104	131	161
Receptionist	65	107	89	101	120					
Clerks not elsewhere classified in—										
Finance and insurance	706	101	86	100	111	1,040	135	100	130	165
Education	412	120	112	125	126	69	136	119	140	157
Aircraft	62	101	91	100	109	424	113	100	109	125
Other manufacturing and wholesale distributors	259	104	90	101	118	501	129	103	126	152
Government:										
State, city, county	567	116	100	110	135	621	136	101	135	165
Federal	155	136	121	135	150	94	135	120	131	150
Oil producing, refining, and distributing	76	128	111	125	136	378	160	135	165	180
Railroads						286	162	145	165	176
Other public utilities	385	112	95	116	129	279	147	112	150	180
Department and apparel stores	334	86	78	83	91	71	129	108	127	148
Motion pictures	117	133	108	121	156	380	143	119	143	164
Other types of office	256	96	80	91	111	41	99			
Special clerks	59	153	121	145	175	379	202	168	196	235
Supervisors[2]	191	$170	$141	$161	$200	520	$210	$176	$201	$237

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

[2] Not included in total.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by occupation—LOS ANGELES*

Occupation	Women						Men					
	Total number of women	Percent [1] of women with monthly salary rate of—					Total number of men	Percent [1] of men with monthly salary rate of—				
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
All occupations	9,981	2.9	27.3	39.8	20.1	9.9	6,417	2.1	15.7	21.7	20.7	31.4	8.4
Stenographic group:													
Secretary	901	.1	7.4	19.6	25.0	47.8	62	-------	3.2	9.7	12.9	46.8	27.4
Stenographer	2,085	1.0	18.7	46.4	25.9	8.0	130	-------	9.2	25.4	26.9	35.4	3.1
Typist	1,108	2.7	36.4	50.5	9.5	.9	119	.8	33.6	44.5	15.1	5.9	-------
Dictaphone operator	200	1.5	11.5	78.5	8.0	.5	-------	-------	-------	-------	-------	-------	-------
Correspondent	60	25.0	65.0	1.7	3.3	5.0	-------	-------	-------	-------	-------	-------	-------
Accounting group:													
Bookkeeper, hand	183	1.1	19.1	37.2	29.5	13.1	159	-------	5.0	15.7	23.9	39.6	15.7
Cashier, teller	210	2.9	40.5	28.1	19.5	9.0	434	-------	1.6	8.5	31.1	49.3	9.4
Machine operators:													
Billing	105	10.5	51.4	29.5	8.6	-------	118	1.7	32.2	43.2	11.0	11.0	.8
Bookkeeping	187	2.1	23.5	44.9	21.4	8.0	-------	-------	-------	-------	-------	-------	-------
Calculating	544	1.8	34.9	35.8	24.3	3.1	96	-------	28.1	41.7	25.0	4.2	1.0
Duplicating and other	84	2.4	25.0	48.8	20.2	3.6	-------	-------	-------	-------	-------	-------	-------
Key punch	190	.5	16.3	66.3	14.7	2.1	148	-------	1.4	18.9	49.3	29.1	1.4
Tabulating	62	3.2	29.0	27.4	22.6	17.7	-------	-------	-------	-------	-------	-------	-------
Other clerks:													
File	164	12.8	45.1	22.0	14.6	5.5	88	8.0	36.4	28.4	12.5	14.8	-------
Messenger	46	-------	-------	-------	-------	-------	335	26.0	63.3	9.6	.9	.3	-------
Telephone	399	3.3	33.3	49.6	11.3	2.5	-------	-------	-------	-------	-------	-------	-------
Timekeeper	-------	-------	-------	-------	-------	-------	165	-------	20.6	24.2	15.2	35.8	4.2
Receptionist	65	4.6	35.4	36.9	15.4	7.7	-------	-------	-------	-------	-------	-------	-------
Clerks not elsewhere classified in—													
Finance and insurance	706	1.6	47.5	37.4	11.0	2.5	1,040	1.9	20.6	19.9	20.4	28.2	9.0
Education	412	-------	6.8	43.0	47.8	2.4	69	-------	1.4	26.1	37.7	33.3	1.4
Aircraft	62	-------	46.8	43.5	9.7	-------	424	-------	22.2	52.6	21.7	3.3	.2
Other manufacturing and wholesale distributors	259	2.7	40.5	36.3	17.0	3.5	501	1.4	15.4	28.1	24.0	28.1	3.0
Government													
State, city, county	567	-------	16.2	47.6	22.2	13.9	621	-------	10.1	26.2	24.3	37.0*	2.3
Federal	155	-------	.6	35.5	35.5	28.4	94	-------	1.1	42.6	29.8	24.5	2.1
Oil producing, refining, and distributing	76	-------	1.3	50.0	30.3	18.4	378	-------	5.8	11.9	16.1	53.7	12.4
Railroads	-------	-------	-------	-------	-------	-------	286	.4	4.5	6.6	16.1	62.9	9.4
Other public utilities	385	4.9	24.9	38.2	27.0	4.9	279	1.1	15.1	11.1	21.9	30.8	11.1
Department and apparel stores	334	18.0	69.8	9.0	3.3	-------	71	-------	16.9	28.2	31.0	21.1	2.8
Motion pictures	117	-------	15.4	36.8	19.7	28.2	380	.5	10.5	22.6	24.7	35.0	6.6
Other types of office	256	8.6	51.2	27.3	9.8	3.1	41	-------	-------	-------	-------	-------	-------
Special clerks	59	1.7	5.1	23.7	22.0	47.5	379	-------	.3	4.2	6.3	41.2	48.0
Supervisors [2]	191	-------	-------	6.8	24.6	68.6	520	-------	-------	.4	6.7	37.9	55.0

[1] Percents not computed on very small bases.
[2] Not included in total.

TABLE .—*Number of offices scheduled and number of records secured, 1940, by type of office—KANSAS CITY*

Type of office	Number of offices scheduled	Employee records secured			
		Total	Men	Women	
				Number	Percent of total
All types	192	11,942	5,093	6,849	57.4
Banks and other finance	13	1,148	705	443	38.6
Insurance	11	947	358	589	62.2
Railroads	10	1,165	1,002	163	14.0
Air transportation	3	314	177	137	43.6
Telephone and telegraph	2	521	96	425	81.6
Other public utilities	5	751	389	362	48.2
Meat packing	3	483	281	202	41.8
Printing and publishing	5	304	94	210	69.1
Other manufacturing—Local firms	15	662	260	402	60.7
Other manufacturing—Branch firms	11	453	280	173	38.2
Oil distributing	8	570	332	238	41.8
Wholesale distributor, own goods	10	372	174	198	53.2
Wholesale distributor, other's goods	8	441	212	229	51.9
Department and apparel stores	22	861	129	732	85.0
Mail order and distributing—National chain stores	6	1,833	199	1,634	89.1
Federal Government	15	574	251	323	56.3
State and city governments	3	296	139	157	53.0
Education	1	118	7	111	94.1
Nonprofit organizations	41	129	8	121	93.8

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by type of office—KANSAS CITY*

Type of office	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
	CLERICAL									
All types	6,247	$92	$71	$87	$108	4,222	$130	$98	$131	$160
Banks and other finance	434	99	82	100	116	612	116	80	115	150
Insurance	523	98	80	91	110	288	117	85	102	130
Railroads	151	143	136	143	153	779	158	142	160	175
Air transportation	134	91	81	86	100	156	102	80	100	120
Telephone and telegraph	411	107	96	108	121	75	136	101	131	166
Other public utilities	353	110	93	107	122	342	147	122	147	171
Meat packing	169	99	79	94	114	236	122	88	120	148
Printing and publishing	162	85	71	81	95	87	87	56	76	110
Other manufacturing—Local firms	393	88	71	81	98	233	111	85	101	131
Other manufacturing—Branch firms	155	106	95	101	116	240	154	130	151	171
Oil distributing	227	107	96	106	117	263	142	121	145	165
Wholesale distributor, own goods	194	91	79	90	101	146	132	100	125	151
Wholesale distributor, others' goods	199	83	71	81	92	187	112	85	101	133
Department and apparel stores	647	77	65	70	85	107	102	71	91	119
Mail order and distributing—National chain stores	1,417	73	62	70	79	150	101	74	96	118
Federal Government	315	123	106	121	136	210	145	121	136	151
State and city governments	144	83	66	83	100	98	113	100	110	120
Education	105	100	80	101	119	6	------	------	------	------
Nonprofit organizations	114	79	61	80	100	7	------	------	------	------
	SUPERVISORY									
All types	153	$125	$101	$118	$140	489	$192	$156	$185	$222

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by type of office—KANSAS CITY*

Type of office	Women						Men						
	Total number of women	Percent[1] of women with monthly salary rate of—					Total number of men	Percent[1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
CLERICAL													
All types	6,247	30.4	33.0	23.1	9.5	4.0	4,222	10.3	15.1	18.8	21.2	28.1	6.4
Banks and other finance	434	13.4	35.0	34.6	13.4	3.7	612	19.6	18.1	18.5	18.5	21.1	4.2
Insurance	593	13.6	44.6	27.2	9.4	5.4	283	11.5	30.9	25.0	17.0	7.6	8.0
Railroads	151		1.3	6.6	59.6	32.5	779	2.8	1.5	3.1	29.5	55.1	8.0
Air transportation	134	3.7	64.2	28.1	2.2	1.7	156	8.3	26.5	43.6	9.6	9.0	3.0
Telephone and telegraph	411	1.7	9.5	48.2	21.7	2.7	175	4.0	16.0	25.3	14.0	38.7	2.0
Other public utilities	353	1.7	36.0	38.5	18.4	5.3	342	.9	9.6	17.0	24.3	38.8	8.5
Meat packing	169	17.8	40.8	24.9	9.5	7.1	*236	17.4	17.4	19.5	21.6	19.1	5.1
Printing and publishing	102	2.1	48.3	11.8	4.9		87	48.3	20.7	16.1	4.6	10.3	
Other manufacturing—Local firms	302	4.6	11.4	11.7	5.1	5.1	253	16.5	28.5	24.1	15.7	5.2	5.2
Other manufacturing—Branch firms	155	6.5	21.3	53.5	11.6	7.1	240		1.3	12.1	26.7	40.8	12.1
Oil distributing	227		31.3	53.7	11.5	3.5	263	3.0	8.0	15.2	27.4	41.4	4.9
Wholesale distributor, own goods	294		32.1	48.2	14.7	4.5	260	6.6	16.4	21.9	21.9	16.5	15.0
Wholesale distributor, others' goods	199		40.7	14.6	2.5	1.5	187	16.6	25.1	21.4	21.4	8.4	5.3
Department and apparel stores	647		28.9	8.0	1.9	1.4	107	29.9	27.1	18.7	12.1	3.7	2.0
Mail order and distributing—National chain stores	1,417		29.9	5.2	.5	.5	150	25.3	27.3	25.3	12.7	7.3	
Federal Government	315	1.3	8.3	45.7	30.8	13.9	210	1.0	2.4	23.3	28.6	31.9	12.9
State and city governments	144	38.2	34.0	26.4	1.4		98	1.0	13.3	65.3	8.2	10.2	2.0
Education	105		25.7	39.0	17.1	3.8	6						
Nonprofit organizations	114	14.3	34.2	25.7	2.6	.9	7						
SUPERVISORY													
All types	153	1.3	18.3	37.9	22.2	20.3	489	------	0.6	5.7	9.0	43.8	40.9

[1] Percents not computed on very small bases.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by occupation—KANSAS CITY*

Occupation	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
All occupations	6,247	$92	$71	$87	$108	4,222	$130	$98	$131	$160
Stenographic group:										
Secretary	305	128	107	126	150	33	169			
Stenographer	1,073	100	83	98	117	85	117	91	115	136
Typist	694	84	66	80	98	72	99	75	86	124
Dictaphone operator	131	85	70	81	96					
Correspondent	91	94	76	87	96	84	139	108	131	151
Accounting group:										
Accounting clerk	96	110	84	102	135	269	137	111	136	157
Audit clerk	108	88	66	74	97	160	151	136	151	170
Bookkeeping clerk	133	90	71	87	104	109	120	91	111	142
Bookkeeper, hand	72	108	90	107	122	87	148	116	150	180
Cashier, teller	106	107	80	107	130	221	161	140	155	177
Machine operators:										
Addressograph	50	74	60	70	83					
Billing	107	84	62	83	100					
Bookkeeping	140	92	76	91	103	142	106	89	106	125
Calculating	527	90	75	87	104	50	96	76	91	116
Other	75	88	79	88	100	124	100	79	96	120
Other clerks:										
Billing and statement	196	85	69	79	100	159	134	109	139	157
Checker	57	78	64	66	81					
Claims examiner and adjuster	41	83				106	153	130	150	181
Cost						89	133	111	131	151
Credit	94	76	66	70	79	44	126			
File	346	78	65	75	90	81	100	80	100	116
Mail	60	80	66	76	95	69	88	74	81	105
Messenger, office girl, office boy	37	60				239	65	56	61	71
Order	84	80	68	77	89	97	119	83	121	150
Pay roll	121	99	78	92	118	38	126			
Rate						100	164	138	171	196
Record	221	90	73	82	101	287	138	125	141	161
Shipping						147	145	139	148	162
Statistical	27	113				43	133			
Stock	139	74	64	65	82	239	118	92	120	141
Telephone	209	93	76	91	110					
Timekeeper						75	145	130	145	173
Bond and security						27	164			
Counter and circulation	45	82								
Service desk	69	108	100	106	125	45	158			
Ticket seller						35	157			
Transit	66	90	76	91	101	152	88	72	86	105
Tube clerk	118	64	60	65	66					
Clerks not elsewhere classified in—										
Finance and insurance	72	99	85	100	115	72	117	100	116	131
Education	69	88	76	81	106					
Manufacturing and wholesale distributors	50	81	67	75	88	106	119	98	120	141
Public utilities other than railroads	152	105	97	106	120	86	128	109	127	152
Railroads						69	155	142	160	171
Trade: Retail and mail order	124	68	65	66	74					
Other types of office	93	96	85	93	111	139	111	88	106	135
Special clerks	49	147				242	200	162	196	226
Supervisors[2]	153	$125	$101	$118	$140	489	$192	$156	$185	$222

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

[2] Not included in total.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by occupation—KANSAS CITY*

Occupation	Women						Men						
	Total number of women	Percent [1] of women with monthly salary rate of—					Total number of men	Percent [1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
All occupations [2]	6,247	30.4	33.0	23.1	9.5	3.9	4,222	10.3	15.1	18.8	21.2	28.1	6.4
Stenographic group:													
Secretary	305	3.3	11.1	29.2	30.8	25.6	33						
Stenographer	1,073	12.7	38.6	31.1	13.7	3.9	85	2.4	29.4	24.7	29.4	12.9	1.2
Typist	694	38.2	37.2	18.7	5.2	.7	72	20.8	34.7	19.4	18.1	6.9	
Dictaphone operator	131	35.9	42.7	16.0	4.6	.8							
Correspondent	91	22.0	53.8	12.1	6.6	5.5	84	2.4	13.1	21.4	33.3	19.0	10.7
Accounting group:													
Accounting clerk	96	6.2	31.3	34.4	12.5	15.6	269	1.5	7.4	22.7	29.7	34.9	3.7
Audit clerk	108	59.3	16.7	6.5	5.6	12.0	160	1.3	3.8	10.6	27.5	53.1	3.8
Bookkeeping clerk	133	30.1	36.1	24.8	7.5	1.5	109	6.4	23.9	30.3	16.5	19.3	3.7
Bookkeeper, hand	72	12.5	23.6	41.7	15.3	6.9	87	1.1	9.2	18.4	20.7	40.2	10.3
Cashier, teller	106	20.8	21.7	23.6	25.5	8.5	221	.5	.9	6.3	25.8	53.8	12.7
Machine operators:													
Addressograph	50	62.0	26.0	10.0	2.0								
Billing	107	32.7	38.3	25.2	3.7								
Bookkeeping	140	24.3	39.3	30.0	5.0	1.4	142	7.7	28.2	38.7	21.8	3.5	
Calculating	527	25.8	42.9	22.8	6.8	1.7	50	20.0	40.0	22.0	16.0	2.0	
Other	75	24.0	45.3	26.7	4.0		124	19.4	33.9	25.8	15.3	4.8	.8
Other clerks:													
Billing and statement	196	41.8	32.7	16.8	6.1	2.6	159	3.8	11.3	21.4	27.7	32.1	3.8
Checker	57	68.4	14.0	5.3	12.3								
Claims examiner and adjuster	41						106	1.9	7.5	8.5	26.4	42.5	13.2
Cost							89	2.2	11.2	25.8	30.3	27.0	3.4
Credit	94	68.1	20.2	10.6	1.1		44						
File	346	48.8	35.8	11.8	2.6	.9	81	22.2	25.9	35.8	6.2	9.9	
Mail	60	43.3	38.3	15.0	3.3		69	30.4	37.7	21.7	8.7	1.4	
Messenger, office girl, office boy	37						239	77.4	18.8	3.3	.4		
Order	84	42.9	40.5	13.1	3.6		97	13.4	20.6	20.6	18.6	24.7	2.1
Pay roll	121	19.8	38.8	19.8	14.9	6.6	38						
Rate							100		7.0	9.0	16.0	48.0	20.0
Record	221	29.9	40.3	18.6	8.6	2.7	287	1.4	11.1	11.1	36.6	38.3	1.4
Shipping							147	3.4	5.4	9.5	34.7	43.5	3.4
Stock	139	69.8	18.0	9.4	1.4	1.4	239	10.0	18.4	29.3	23.4	17.6	1.3
Telephone	209	18.7	39.7	31.1	10.0	.5							
Timekeeper							75	2.7	9.3	10.7	32.0	42.7	2.7
Service desk	69		18.8	55.1	26.1		45						
Transit	66	24.2	34.8	39.4	1.5		152	25.7	41.4	27.0	5.9		
Tube clerk	118	95.8	3.4	.8									
Clerks not elsewhere classified in—													
Finance and insurance	72	13.9	30.6	43.1	9.7	2.8	72	2.8	20.8	37.5	22.2	15.3	1.4
Education	69	21.7	36.2	36.2	5.8								
Manufacturing and wholesale distributors	50	48.0	36.0	10.0	4.0	2.0	106	6.6	21.7	28.3	22.6	18.8	1.9
Public utilities other than railroads	152	9.9	17.8	55.3	16.4	.7	86	2.3	15.1	31.4	23.3	27.9	
Railroads							69		5.8	10.1	14.5	65.2	4.3
Trade: Retail and mail order	124	83.1	14.5	2.4									
Other types of office	93	15.1	38.7	31.2	12.9	2.2	139	12.2	21.6	32.4	15.8	17.3	.7
Special clerks	49		4.1	22.5	36.7	36.7	242			2.5	7.9	40.5	49.2
Supervisors [2]	153	1.3	18.3	37.9	22.2	20.3	489		.6	5.7	9.0	43.8	40.9

[1] Percents not computed on very small bases.
[2] Total exceeds details due to omission of occupations having less than 50 of either sex.
[3] Not included in total.

TABLE .—*Number of offices scheduled, number of men and women they employed, and number of records secured, 1940, by type of office—HOUSTON*

Type of office	Number of offices scheduled	Number of men and women employed			Employee records secured				
						Employees			
								Women	
		Total	Men	Women	Number of offices	Total	Men	Number	Percent of total
All types [1]	220	9,232	5,329	3,903	216	7,163	3,823	3,340	46.6
Banks and other finance	18	303	160	143	18	303	160	143	47.2
Insurance	8	435	154	281	8	435	154	281	64.6
Railroads	3	1,233	957	276	3	718	552	166	23.1
Telephone and telegraph	2	318	62	256	2	318	62	256	80.5
Other public utilities	3	601	208	393	0	0			
Oil producing, refining, and distributing [1]	19	3,411	2,383	1,028	[1] 19	2,467	1,492	975	39.5
Printing and publishing	6	242	98	144	6	242	98	144	59.5
Other manufacturing	35	827	547	280	35	827	547	280	33.9
Wholesale distributors	14	175	88	87	14	175	88	87	49.7
Department and apparel stores	6	258	43	215	6	258	43	215	83.3
Federal Government	5	409	223	186	5	409	223	186	45.5
State, city, and county governments	5	461	243	218	5	461	243	218	47.3
Education	2	121	10	111	2	121	10	111	91.7
Other types of office	94	438	153	285	93	429	151	278	64.8

[1] Group occupational data were reported by 2 companies, individual employee data being unobtainable. For this reason tables showing data for individuals—for example, personal information such as age, education, experience; percent distributions; salaries other than the simple arithmetic average (the mean)—are based on the smaller numbers, with reports by 17 oil companies.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by type of office—HOUSTON*

Type of office	Women					Men				
	Total number of women	Average salary rates [1]				Total number of men	Average salary rates [1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
	CLERICAL									
All types [2]	3,246	$108	$80	$100	$124	3,299	$145	$110	$143	$171
Banks and other finance	137	102	81	96	115	131	126	100	125	160
Insurance	265	96	76	91	110	117	137	100	131	171
Railroads	158	136	125	134	150	423	155	135	156	177
Telephone and telegraph	248	98	81	100	116	57	114	70	100	148
Oil producing, refining, and distributing [2]	963	127	100	115	131	1,387	153	125	160	181
Printing and publishing	141	93	74	90	108	85	97	63	79	116
Other manufacturing	273	105	87	100	121	481	138	108	131	160
Wholesale distributors	86	94	79	91	106	85	118	87	111	150
Department and apparel stores	206	74	59	71	81	39	98			
Federal Government	181	108	90	106	121	166	148	106	135	168
State, city, and county governments	210	123	105	123	140	208	155	126	151	166
Education	108	98	76	86	110	6				
Other types of office	270	83	65	81	96	114	127	86	126	161
	SUPERVISORY									
All types	42	$158				261	$224	$195	$213	$251

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

[2] Two oil firms, employing 650 women and 698 men, reported only the mean. Quartiles are for the smaller number. For such smaller number the mean is: For women: All types, $102; the oil group, $119. For men: All types, $143; the oil group, $155.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by type of office—HOUSTON*

Type of office	Women						Men						
	Total number of women	Percent [1] of women with monthly salary rate of—					Total number of men	Percent [1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
CLERICAL													
All types	2,596	15.6	31.2	29.2	15.3	8.7	2,601	7.8	10.5	14.9	20.0	34.9	11.8
Banks and other finance	137	13.1	38.7	27.0	12.4	8.7	131	8.4	14.5	23.7	20.6	27.5	5.3
Insurance	265	18.9	35.8	31.3	6.4	7.6	117	9.4	13.7	18.8	14.5	29.1	14.5
Railroads	158	.6	4.4	24.7	45.6	24.7	423	5.2	5.0	7.6	24.1	45.4	12.8
Telephone and telegraph	248	17.7	31.9	38.7	10.9	.8	57	29.8	10.3	10.5	15.8	17.5	7.0
Oil producing, refining, and distributing	313	1.6	19.2	39.6	22.4	17.3	689	5.1	7.8	10.7	15.2	44.8	16.3
Printing and publishing	141	26.2	35.5	27.0	7.8	3.5	85	42.4	24.7	9.4	9.4	9.4	4.7
Other manufacturing	273	7.0	38.1	31.1	15.0	8.8	481	5.0	11.0	23.1	23.7	28.9	8.3
Wholesale distributors	98	15.1	47.7	22.9	14.0	1.1	85	9.4	28.2	21.2	15.3	22.4	3.5
Department and apparel stores	200	55.8	31.1	10.7	1.9	.5	39						
Federal Government	181		33.7	43.6	16.6	6.1	166	.6	15.7	23.5	25.3	16.9	18.1
State, city, and county governments	210	2.9	8.6	38.6	31.8	15.3	208	1.0	1.9	11.1	26.9	40.0	10.1
Education	108	1.9	62.0	15.7	10.2	10.2	6						
Other types of office	270	35.2	40.7	14.1	4.8	5.1	114	15.8	13.2	17.5	20.2	21.9	11.4
SUPERVISORY													
All types	42						261			0.8	4.2	21.5	72.6

[1] Percents not computed on very small bases.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by occupation—HOUSTON*

Occupation	Women					Men				
	Total number of women	Average salary rates [1]				Total number of men	Average salary rates [1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
All occupations	2,596	$102	$80	$100	$124	2,601	$143	$110	$143	$171
Stenographic group:										
Secretary	304	121	90	125	150	66	181	151	176	201
Stenographer	584	106	86	101	125	116	140	116	138	165
Typist	302	97	80	95	115	34	114	-----	-----	-----
Dictaphone operator	44	107	-----	-----	-----	-----	-----	-----	-----	-----
Accounting group:										
Accounting clerk	[2] 69	105	75	99	126	301	152	130	155	173
Audit and bookkeeping clerk	-----	-----	-----	-----	-----	72	131	102	135	156
Bookkeeper, hand	53	121	96	114	145	97	157	136	160	176
Cashier, teller	87	92	66	90	108	82	153	121	151	175
Machine operators:										
Billing	45	90	-----	-----	-----	[3] 60	120	105	125	131
Bookkeeping	42	112	-----	-----	-----	-----	-----	-----	-----	-----
Calculating	132	102	85	101	125	-----	-----	-----	-----	-----
Duplicating	-----	-----	-----	-----	-----	30	103	-----	-----	-----
Keypunch	58	104	91	101	116	-----	-----	-----	-----	-----
Tabulating	-----	-----	-----	-----	-----	26	137	-----	-----	-----
Other	28	94	-----	-----	-----	13	-----	-----	-----	-----
Other clerks:										
Billing and statement	-----	-----	-----	-----	-----	45	152	-----	-----	-----
Claims examiner	-----	-----	-----	-----	-----	44	181	-----	-----	-----
Collection and credit	27	80	-----	-----	-----	40	134	-----	-----	-----
Draftsman	-----	-----	-----	-----	-----	85	162	126	171	190
File	88	87	70	85	96	102	95	76	86	111
Receptionist	43	89	-----	-----	-----	-----	-----	-----	-----	-----
Mail	-----	-----	-----	-----	-----	31	88	-----	-----	-----
Messenger	-----	-----	-----	-----	-----	137	67	60	65	71
Order and shipping	-----	-----	-----	-----	-----	50	133	115	131	146
Pay roll and timekeeper	-----	-----	-----	-----	-----	50	138	121	138	166
Production	-----	-----	-----	-----	-----	47	142	-----	-----	-----
Rate	-----	-----	-----	-----	-----	41	170	-----	-----	-----
Record	62	101	91	105	109	51	123	101	126	141
Service desk	56	107	96	107	122	-----	-----	-----	-----	-----
Statistical	-----	-----	-----	-----	-----	56	164	151	165	177
Stock	27	97	-----	-----	-----	153	138	115	136	161
Tax	-----	-----	-----	-----	-----	63	152	141	151	165
Telephone	137	91	75	90	106	-----	-----	-----	-----	-----
Clerks not elsewhere classified in—										
Finance and insurance	62	104	84	101	120	45	115	-----	-----	-----
Education	25	99	-----	-----	-----	-----	-----	-----	-----	-----
Printing and publishing	31	76	-----	-----	-----	27	89	-----	-----	-----
Other manufacturing and distributors	43	99	-----	-----	-----	75	137	101	126	155
Government	39	110	-----	-----	-----	66	137	125	140	160
Oil producing, refining, and distributing	-----	-----	-----	-----	-----	123	134	101	140	161
Telephone and telegraph	56	94	70	92	120	37	105	-----	-----	-----
Railroads	-----	-----	-----	-----	-----	45	143	-----	-----	-----
Department and apparel stores	39	68	-----	-----	-----	-----	-----	-----	-----	-----
Other types of office	78	82	61	76	96	32	129	-----	-----	-----
Special clerks	35	157	-----	-----	-----	259	213	171	201	250
Supervisors [4]	42	$158	-----	-----	-----	261	$224	$195	$213	$251

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.
[2] Includes audit clerks.
[3] Includes bookkeeping-machine operators.
[4] Not included in total.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by by occupation—HOUSTON*

Occupation	Women						Men						
	Total number of women	Percent [1] of women with monthly salary rate of—					Total number of men	Percent [1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
All occupations [2]	2,596	15.6	31.2	29.2	15.3	8.7	2,601	7.8	10.5	14.9	20.0	34.9	11.8
Stenographic group:													
Secretary	304	4.9	23.4	20.4	23.4	28.0	66	-------	1.5	6.1	10.6	51.5	30.3
Stenographer	584	11.0	28.3	34.9	16.8	9.1	116	.9	10.3	19.0	28.4	36.2	5.2
Typist	302	17.9	35.1	26.8	16.2	4.0	34	-------	-------	-------	-------	-------	-------
Accounting group:													
Accounting clerk	[3] 69	21.7	29.0	21.7	11.6	15.9	301	.3	5.6	12.6	23.6	45.2	12.6
Audit and bookkeeping clerk							72	5.6	13.9	22.2	23.6	30.6	4.2
Bookkeeper, hand	53	5.7	22.6	28.3	22.6	20.8	97	-------	3.1	12.4	17.5	58.8	8.2
Cashier, teller	87	32.2	28.7	23.0	9.2	6.8	82	-------	8.5	19.5	14.6	43.9	13.4
Machine operators:													
Billing	45						[4] 60	5.0	10.0	33.3	36.7	15.0	-------
Calculating	132	15.2	28.0	34.1	21.2	1.5	-------	-------	-------	-------	-------	-------	-------
Key punch	58	3.4	37.9	48.3	8.6	1.7	-------	-------	-------	-------	-------	-------	-------
Other clerks:													
Draftsman							85	1.2	-------	12.9	16.5	62.4	7.1
File	88	30.7	46.6	13.6	4.5	4.5	102	18.6	46.1	19.6	9.8	5.9	-------
Messenger							137	78.1	18.2	3.6	-------	-------	-------
Order and shipping							50	2.0	10.0	22.0	46.0	14.0	6.0
Pay roll and timekeeper							50	-------	12.0	16.0	34.0	38.0	-------
Record	62	8.1	29.0	48.4	14.5	-------	51	2.0	19.6	23.5	35.3	19.6	-------
Service desk	56	-------	30.4	51.8	17.9	-------	-------	-------	-------	-------	-------	-------	-------
Statistical							56	-------	-------	5.4	12.5	76.8	5.4
Stock	27	-------	-------	-------	-------	-------	153	1.3	11.8	19.0	30.7	32.7	4.6
Tax							63	-------	-------	1.6	33.3	63.5	1.6
Telephone	137	22.6	40.1	27.7	6.6	2.9	-------	-------	-------	-------	-------	-------	-------
Clerks not elsewhere classified in—													
Finance and insurance	62	6.5	29.0	45.2	12.9	6.5	45	-------	-------	-------	-------	-------	-------
Other manufacturing and wholesale distributors	43	-------	-------	-------	-------	-------	75	2.7	13.3	30.7	14.7	26.7	12.0
Government	39	-------	-------	-------	-------	-------	66	-------	9.1	15.2	34.8	40.9	-------
Oil producing, refining, and distributing							123	1.6	16.3	17.1	23.6	39.0	2.4
Telephone and telegraph	56	28.6	25.0	37.5	7.1	1.8	37	-------	-------	-------	-------	-------	-------
Other types of office	78	39.7	37.2	10.3	11.5	1.3	32	-------	-------	-------	-------	-------	-------
Special clerks	35	-------	-------	-------	-------	-------	259	-------	-------	1.9	7.3	35.1	55.6
Supervisors [5]	42	-------	-------	-------	-------	-------	261	-------	-------	.8	4.2	21.5	73.6

[1] Percents not computed on very small bases.
[2] Total exceeds details due to omission of occupations having less than 50 of either sex.
[3] Includes audit clerks.
[4] Includes bookkeeping-machine operators.
[5] Not included in total.

TABLE .—*Number of offices scheduled, number of men and women they employed, and number of records secured, 1940, by type of office—RICHMOND*

Type of office	Number of offices scheduled	Number of men and women employed			Employee records secured			
		Total	Men	Women	Total	Men	Women	
							Number	Percent of total
All types	186	7,912	3,245	4,667	6,025	2,452	3,573	59.3
Banks	8	877	482	395	877	482	395	45.0
Other finance	14	134	62	72	134	62	72	53.7
Insurance	17	721	203	518	721	203	518	71.8
Railroads	5	1,275	1,038	237	646	489	157	24.3
Other public utilities	3	614	182	432	614	182	432	70.4
Printing and publishing	16	217	49	168	217	49	168	77.4
Tobacco	5	167	108	59	167	108	59	35.3
Other manufacturing	18	537	268	269	537	268	269	50.1
Wholesale distributor, own goods	15	272	156	116	272	156	116	42.6
Wholesale distributor, others' goods	11	219	90	129	219	90	129	58.9
Department and apparel stores	12	284	22	262	284	22	262	92.3
Federal Government	8	349	108	241	349	108	241	69.1
State government	1	1,653	343	1,310	495	106	389	78.6
City and county government	2	182	95	87	182	95	87	47.8
Other types of office	51	411	39	372	311	32	279	89.7

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by type of office—RICHMOND*

Type of office	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
	CLERICAL									
All types	3,393	$97	$78	$95	$114	2,044	$133	$96	$131	$164
Banks	377	98	80	100	111	402	116	85	115	141
Other finance	71	92	80	89	101	50	109	76	111	134
Insurance	499	85	66	81	101	151	113	66	94	150
Railroads	154	139	126	137	152	421	159	136	161	185
Other public utilities	397	*101	80	101	118	152	129	101	132	155
Printing and publishing	160	100	78	98	116	41	115	-----	-----	-----
Tobacco	89	110	92	108	126	96	138	93	138	168
Other manufacturing	203	96	80	95	110	233	131	100	126	151
Wholesale distributor, own goods	113	97	81	94	111	133	140	100	146	170
Wholesale distributor, others' goods	127	87	70	87	99	72	120	76	109	143
Department and apparel stores	246	80	67	78	88	12	-----	-----	-----	-----
Federal Government	227	109	86	105	125	87	151	105	150	175
State government	377	104	86	100	115	93	114	100	110	126
City and county governments	69	103	80	100	121	73	153	135	151	176
Other types of office	254	86	66	81	100	28	-----	-----	-----	-----
	SUPERVISORY									
All types	54	$157	$135	$153	$174	231	$218	$171	$211	$260

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by type of office—RICHMOND*

Type of office	Women						Men						
	Total number of women	Percent[1] of women with monthly salary rate of—					Total number of men	Percent[1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$150, under $200	$200 and over
CLERICAL													
All types	3,393	20.3	34.2	27.6	12.7	5.1	2,044	10.8	14.9	17.5	20.1	27.7	9.0
Banks	377	18.0	27.3	41.6	10.3	2.6	402	16.7	19.9	22.4	18.2	18.7	4.2
Other finance	71	14.1	52.1	23.9	8.5	1.4	50	22.0	18.0	20.0	24.0	16.0	
Insurance	499	37.1	35.7	19.0	5.0	3.2	151	28.5	23.2	14.6	8.6	13.9	11.3
Railroads	154		2.6	13.0	55.2	29.2	421	2.4	3.1	10.2	23.3	48.7	12.4
Other public utilities	397	19.9	24.9	34.8	17.6	2.8	152	0.9	12.5	21.1	25.0	28.3	3.3
Printing and publishing	160	20.6	33.8	26.9	11.9	6.9	41						
Tobacco	59	6.8	35.6	28.8	18.6	10.2	*66	10.7	16.7	15.6	11.5	32.3	13.5
Other manufacturing	263	14.4	45.2	26.6	11.8	1.9	233	6.0	18.5	21.9	25.3	18.0	10.3
Wholesale distributor, own goods	113	15.0	41.6	26.7	15.9	1.8	133	5.3	19.5	11.3	15.0	39.1	9.8
Wholesale distributor, others' goods	127	4.7	41.7	19.7	8.1	1.6	72	23.6	13.9	22.2	15.3	13.9	11.1
Department and apparel stores	246	44.3	43.1	11.0	1.2	.4	12						
Federal Government	227	1.8	38.1	35.5	16.7	11.9	87	4.6	14.9	12.6	17.2	33.3	17.2
State government	377		58.5	40.6	15.9	5.1	93	1.1	21.5	36.6	32.3	6.5	2.2
City and county governments	69	13.0	34.8	26.0	11.6	11.6	73		5.5	13.7	21.9	43.8	15.1
Other types of office	254	35.8	34.6	19.7	5.9	3.9	28						
SUPERVISORY													
All types	54		1.9	11.1	24.1	63.0	231		0.4	3.0	7.8	27.7	61.0

[1] Percents not computed on very small bases.

TABLE .—*Average monthly salary rates of men and women regular clerical employees in offices, 1940, by occupation—RICHMOND*

Occupation	Women					Men				
	Total number of women	Average salary rates[1]				Total number of men	Average salary rates[1]			
		Mean	Quartiles				Mean	Quartiles		
			First	Median	Third			First	Median	Third
All occupations	3,393	$97	$78	$95	$144	2,044	$133	$96	$131	$164
Stenographic group:										
Secretary	193	126	100	126	150	25	167			
Stenographer	871	102	85	101	120	32	111			
Typist and other	359	83	69	81	96	26	126			
Accounting group:										
Audit, accounting, bookkeeping clerk	277	101	76	101	118	334	139	113	141	161
Bookkeeper, hand	50	119	99	112	140	83	174	136	173	201
Cashier, teller	105	100	75	95	120	148	149	121	146	171
Machine operators:										
Bookkeeping and billing	157	91	77	88	101	97	86	75	86	100
Calculating	157	95	80	92	105					
Other	77	89	72	88	101	68	100	76	97	126
Other clerks:										
Billing, statement, collection	88	103	77	97	126	63	139	101	140	166
Checker	92	85	71	82	101	27	110			
Claims examiner						45	174			
Cost and production						72	155	131	154	176
Credit	33	81				39	143			
File	182	87	75	86	97	41	93			
Mail						47	87			
Messenger						100	62	55	60	66
Order, stock, shipping	53	87	71	79	106	140	120	100	120	141
Pay roll and timekeeper	56	99	79	98	116	63	122	92	121	150
Record	63	93	75	87	113	58	115	91	113	135
Statistical	66	108	87	109	126	67	156	126	151	180
Telephone	138	85	74	83	100					
Traffic and rate						68	178	161	180	198
Bank and s curity	35	100				35	143			
Transit	72	94	80	101	110	52	94	63	100	116
Trouble dispatcher	26	122								
Yard clerk						77	156	136	156	165
Clerks not elsewhere classified in—										
Finance and insurance	69	91	71	91	111	46	100			
Manufacturing and wholesale distributors	46	87				45	139			
Other types of office	116	94	70	90	114	62	129	100	126	153
Special clerks	12					84	208	170	200	251
Supervisors[2]	54	$157	$135	$153	$174	231	$218	$171	$211	$260

[1] Mean—arithmetic average. First quartile—one-fourth of the rates are below and three-fourths above the figure given; median—one-half are below and one-half above; third quartile—three-fourths are below and one-fourth above. Averages not computed on very small bases.

[2] Not included in total.

TABLE .—*Percent distribution of men and women regular clerical employees in offices according to monthly salary rate, 1940, by occupation—RICHMOND*

Occupation	Women						Men						
	Total number of women	Percent [1] of women with monthly salary rate of—					Total number of men	Percent [1] of men with monthly salary rate of—					
		Under $75	$75, under $100	$100, under $125	$125, under $150	$150 and over		Under $75	$75, under $100	$100, under $125	$125, under $150	$200 and over	
All occupations [2]	3,393	20.3	34.2	27.6	12.7	5.1	2,044	10.8	14.9	17.5	20.1	27.7	9.0
Stenographic group:													
Secretary	193	2.6	19.2	24.9	27.5	25.9	25						
Stenographer	871	11.8	32.8	33.5	17.3	4.5	32						
Typist and other	359	34.8	42.6	16.7	5.0	.8	26						
Accounting group:													
Audit, accounting, bookkeeping clerk	277	22.4	20.9	35.4	13.4	7.9	334	3.0	10.8	17.7	26.6	36.8	5.1
Bookkeeper, hand	50	4.0	22.0	38.0	14.0	22.0	83		1.2	12.0	22.9	33.7	30.1
Cashier, teller	105	23.8	29.5	24.8	11.4	10.5	148	1.4	9.5	15.5	25.0	36.5	12.2
Machine operators:													
Bookkeeping and billing	157	20.4	47.8	23.6	7.0	1.3	97	24.7	48.5	24.7	2.1		
Calculating	157	17.2	45.2	24.8	10.2	2.5							
Other	77	27.3	40.3	24.7	7.8		68	14.7	36.8	23.5	23.5	2.9	
Other clerks:													
Billing, statement, collection	88	22.7	29.5	20.5	21.6	5.7	63	4.8	15.9	15.9	14.3	39.7	9.5
Checker	92	29.3	43.5	20.7	6.5		27						
Cost and production							72		2.8	15.3	27.8	43.1	11.1
File	182	23.6	52.2	19.2	3.8	1.1	41						
Messenger							100	87.0	11.0	2.0			
Order, stock, shipping	53	35.8	34.0	22.6	3.8	3.8	140	2.1	22.1	30.0	27.1	17.9	.7
Pay roll and timekeeper	56	19.6	30.4	28.6	16.1	5.4	63	9.5	22.2	22.2	19.0	23.8	3.2
Record	63	22.2	41.3	27.0	6.3	3.2	58	8.6	25.9	25.9	27.6	10.3	1.7
Statistical	66	10.6	27.3	28.8	30.3	3.0	67		4.5	14.9	17.9	46.3	16.4
Telephone	138	28.3	44.9	23.9	2.2	.7							
Traffic and rate							68			8.8	8.8	60.3	22.1
Transit	72	20.8	19.4	55.6	4.2		52	26.9	21.2	36.5	7.7	7.7	
Yard clerk							77			2.6	42.9	49.4	5.2
Clerks not elsewhere classified in—													
Finance and insurance	69	29.0	24.6	40.6	1.4	4.3	46						
Other types of office	116	30.2	25.9	20.7	19.8	3.4	62	4.8	17.7	21.0	27.4	25.8	3.2
Special clerks	12						84			4.8	3.6	40.5	51.2
Supervisors [3]	54		1.9	11.1	24.1	63.0	231		.4	3.0	7.8	27.7	61.0

[1] Percents not computed on very small bases.
[2] Total exceeds details due to the omission of occupations having less than 50 of either sex.
[3] Not included in total.

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